

## WORK HEALTH AND SAFETY POLICY

### POLICY STATEMENT

As part of our commitment to achieving the principles of health and safety in our workplace, we recognise our moral and legal responsibility to provide a safe and healthy work environment for employees, contractors, customers and visitors. This commitment also extends to ensuring that our operations do not place the local community or environment at risk of injury, illness or damage.

### AIMS AND OBJECTIVES

We will adopt procedures to:

- Provide and maintain healthy and safe workplaces, safe plant and systems of work and strive for continual improvement.
- Maintain third party certification for our WHS Management System.
- Adapt, mitigate and prepare for future climate change impacts.
- Provide written procedures and instructions to ensure safe work practices.
- Ensure compliance with legislative requirements and current industry standards.
- Provide such information, instruction, training and supervision to employees, contractors and customers as is necessary to ensure their continued health and safety.
- Provide support and assistance to workers and involve them in consultation on safety issues.

### RESPONSIBILITIES

We recognise that the overall responsibility to provide a safe workplace, rests with management, who will be accountable for the implementation of this policy. These responsibilities include:

- Ensuring that all WHS policies and procedures are implemented.
- Establishing measurable objectives and targets to ensure continued improvement aimed at the elimination of work-related injuries and illnesses.
- Provide adequate resources to meet these WHS commitments.

Workers also have responsibilities, which include:

- Following all WHS policies and procedures.
- Recognising, reporting and where possible controlling hazards, near misses and incidents which may affect the health and safety of themselves, others, or the environment.

We are committed to encouraging consultation and co-operation between management and workers and will formally involve elected health and safety representatives (HSR's) in any workplace change, or any matters that may affect the health and safety of workers in any workplace.

The Work, Health and Safety Management System is the basis upon which Duggans demonstrates its commitment to continually improving our WHS performance.

### AUTHORISED BY

23/04/2026

Brent Hardy  
DIRECTOR

(Signature)

